

Panaji, 9th November, 2023 (Kartika 18, 1945)

SERIES II No. 32

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

*Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 31 dated 2-11-2023 namely, Extraordinary dated 3-11-2023 from pages 819 to 822 regarding Instructions from Department of Finance and Form-I from Department of Panchayati Raj and Community Development.*

### GOVERNMENT OF GOA

Department of Agriculture  
Directorate of Agriculture

#### Order

No. 2/9/95-AGR/2023-24/Part(II)/1236

On the recommendation of the Departmental Promotion Committee conveyed by the Goa Public Service Commission vide their letter under Ref. No. COM/II/11/2(2)/2023/300 dated 15-09-2023, Government is pleased to promote Shri Nitin K. Bakhale, Assistant Director of Agriculture, Group 'A' Gazetted to the post of Deputy Director of Agriculture, Group 'A' Gazetted in the Directorate of Agriculture on regular basis in the pay matrix at Level-11 of the 7th Pay Commission with immediate effect:

On promotion, he shall be posted as below:

Sr. No.	Name of the Officer	Place of posting
1	2	3
1.	Shri Nitin K. Bakhale	Dy. Director of Agriculture (Crops & PP), Head Quarter, Directorate of Agriculture against the vacant post of Shri Anant P. Hoble, by curtailing his deputation period as Dy. Director (SAMETI),

1	2	3
		Directorate of Agriculture, Krishi Bhavan Bldg, Tonca-Goa.

The above Officer stands relieved from his respective post w.e.f. 01-11-2023 (b.n.).

He shall exercise option within one month from the date of promotion to fix their pay in terms of F.R. 22 (I) (a).

This is issued with approval of Government vide entry No. 5893/F dated 28-09-2023.

By order and in the name of the Governor of Goa.

Nevil Alphonso, Director (Agriculture) & ex officio Jt. Secretary.

Tonca, Caranzalem, 1st November, 2023.

### Department of Co-operation

Office of the Registrar of Co-operative Societies

#### Order

No. 191/Co-op Awards/2022-23/Wing-II/H.O./RCS/  
/Suppl/2811

- Read: 1) Notification No. 43/2/2001/TS/RCS dated 20-09-2001 published in Official Gazette, Series I No. 28 dated 11-10-2001.
- 2) Notification No. 43/2/2001/TS/RCS dated 01-06-2010 published in Official Gazette, Series I No. 11 dated 10-06-2010.
- 3) Notification No. 42/4/Award Scheme (Amendment)/TS/RCS dated 18-08-2015 published in Official Gazette, Series I No. 22 dated 27-08-2015.

- 4) Notification No. 42/4/Award-Scheme (Amendment)/2022/RCS/2555 dated 21-10-2022 published in Official Gazette, Extraordinary No. 3, Series I No. 29 dated 21-10-2022.

In accordance with Clause 5(1) of the Scheme for Goa State Co-operative Award and Assistance (hereinafter referred to as 'the Scheme') notified vide above read Notifications, the Government is pleased to constitute the "Goa State Co-operative Awards and Assistance Selection Committee" (hereinafter referred to as 'Selection Committee') for selecting and recommending the names for selecting the Awardees in accordance with the Scheme taking into consideration the performance till Co-operative Year 2022-2023 as under:

Sr. No.	Name	Designation
1.	Shri Ulhas B. Phaldessai	Chairman.
2.	Shri Vallabh Salkar	Member.
3.	Shri Durgadas L. Gaude	Member.
4.	Shri Samir Vassudev Morazkar	Member.
5.	Shri Mahesh Krishna Naik	Member.
6.	Dy. Registrar Co-op. Societies (Tech.)	Member Secretary.

The above Selection Committee shall function in accordance with the provisions of the Scheme.

The Selection Committee shall recommend the names of the individual as well societies for their excellence in the Co-operative field for the following Awards.

1. Goa Sahakar Ratna.
2. Goa Sahakar Bhushan.
3. Goa Sahakar Shri.
4. Goa State Best Co-operative Society.
5. Goa State Consolation Award to Co-operative Societies.
6. Assistance to individual in the field of Co-operative movement.

These awards shall be for the work and performance till Co-operative year 2022-23 ending on 31-03-2023.

In terms of Clause 5(5) of the Scheme, the Deputy Registrar of Co-operative Societies (Tech.), Office of the Registrar of Co-operative Societies, Patto, Panaji shall function as the Member Secretary of the Selection Committee and shall be responsible to

compile the data and the information received from the individuals and Zonal Offices and place it before the Selection Committee. He shall also assist the Selection Committee in performing its functions and maintain the records of the meetings.

The Chairman and the members of the Selection Committee shall be entitled for travelling allowance as provided under the Clause 5(4) of the Scheme and honorarium as approved by the Government.

By order and in the name of the Governor of Goa.

*Manuel Barreto*, Registrar (Co-operative Societies) & ex officio Jt. Secretary.

Panaji, 31st October, 2023.



Office of the Asst. Registrar of Co-operative Societies

---

No. 5/4/11-12/ARPZ/HSG/ADM/2053

Read: 1. Letter dated 19-07-2023 received from Chairman of Sairaj Co-op. Housing Society Ltd., Curti, Ponda-Goa.

2. Letter dated 07-08-2023 received from Chairman of Sairaj Co-op. Housing Society Ltd., Curti, Ponda-Goa.

In view of the confirmation of Board of Director of Sairaj Co-operative Housing Society Ltd., Curti, Ponda-Goa is in minority vide above referred letter and in order to avoid hampering of day to day affairs of the society in absence of duly elected board, I am of the considered opinion that immediate action is required to be taken in terms of Sec. 67A of the Goa Co-operative Societies Act, 2001 to appoint Administrator.

Therefore, I am inclined to pass the following order.

#### ORDER

In exercise of the powers delegated to me vide notification dated 30-09-2020 under Section 67A of the Goa Co-operative Societies Act, 2001, I, Smt. Sangita S. Naik, Co-op. Officer/Special Auditor, Ponda Zone, Ponda-Goa hereby appoint Administrator Smt. Shruti D. Naik to manage the affairs of Sairaj Co-operative Housing Society Ltd., Curti, Ponda-Goa for the period of six months with immediate effect.

The Administrator so appointed shall manage the day to day affairs of the society in accordance with the provisions of Section 67A of the aforesaid Act. So also, the Administrator shall arrange to conduct

the election to the Board of Directors and hand over the charge to the democratically elected Board before expiry of its term.

Given under my hand and seal of the office on 25th day of October, 2023.

*Sangita S. Naik*, Co-operative Officer/Special Auditor of Co-op. Societies, Ponda Zone.

Ponda, 25th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Corlim Meadows Co-operative Housing Society Limited Corlim Corlim"-Goa is registered under code symbol No. RCSCZ2023240029.

*Smita Kankonkar*, Asst. Registrar (Co-operative Societies), Central Zone.

Panaji, 27th October, 2023.

#### Certificate of Registration

"Corlim Meadows Co-operative Housing Society Limited Corlim Corlim"-Goa has been registered on 27-10-2023 and its bears registration code symbol No. RCSCZ2023240029 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(b)-Co-partnership Housing Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Smita Kankonkar*, Asst. Registrar (Co-operative Societies), Central Zone.

Panaji, 13th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Omark Ferrao Residency Co-operative Housing Maintenance Society Limited, near Candola College, Candola, Marcela, Ponda"-Goa is registered under code symbol No. RCSPZ2023240043.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 9th October, 2023.

#### Certificate of Registration

"The Omark Ferrao Residency Co-operative Housing Maintenance Society Limited, near Candola College, Candola, Marcela, Ponda"-Goa has been registered on 09-10-2023 and its bears registration code

symbol No. RCSPZ2023240043 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 9th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Goa Gramin Co-operative Bahu Uddeshiye Primary Agriculture Credit Society Ltd., Priol, Mardol-Goa"-Goa is registered under code symbol No. RCSPZ2023240040.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 7th October, 2023.

#### Certificate of Registration

"The Goa Gramin Co-operative Bahu Uddeshiye Primary Agriculture Credit Society Ltd., Priol, Mardol-Goa"-Goa has been registered on 7-10-2023 and its bears registration code symbol No. RCSPZ2023240040 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 7th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Rudreshwar Multipurpose Co-operative Primary Agriculture Credit Society Ltd., Sancordem, Dharbandora-Goa"-Goa is registered under code symbol No. RCSPZ2023240044.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 19th October, 2023.

#### Certificate of Registration

"Rudreshwar Multipurpose Co-operative Primary Agriculture Credit Society Ltd., Sancordem, Dharbandora-Goa"-Goa has been registered on 19-10-2023 and its bears registration code symbol

No. RCSPZ2023240044 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 19th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Goa Kulagar Multipurpose Primary Agriculture Co-operative Society Limited, Dabhal, Dharbandora-Goa"-Goa is registered under code symbol No. RCSPZ2023240041.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 7th October, 2023.

#### Certificate of Registration

"Goa Kulagar Multipurpose Primary Agriculture Co-operative Society Limited, Dabhal, Dharbandora-Goa"-Goa has been registered on 7-10-2023 and its bears registration code symbol No. RCSPZ2023240041 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 7th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Shetkari Bazar Multipurpose Co-operative Primary Agriculture Credit Society Ltd., Khadpabandh, Ponda-Goa"-Goa is registered under code symbol No. RCSPZ2023240039.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 4th October, 2023.

#### Certificate of Registration

"The Shetkari Bazar Multipurpose Co-operative Primary Agriculture Credit Society Ltd., Khadpabandh, Ponda-Goa"-Goa has been registered

on 4-10-2023 and its bears registration code symbol No. RCSPZ2023240039 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 4th October, 2023.

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "The Sumit Mount Building A&B Co-operative Housing Society Ltd., Antruz Nagar, Bazarmol, Ponda"-Goa is registered under code symbol No. RCSPZ2023240042.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 9th October, 2023.

#### Certificate of Registration

"The Sumit Mount Building A&B Co-operative Housing Society Ltd., Antruz Nagar, Bazarmol, Ponda"-Goa has been registered on 09-10-2023 and its bears registration code symbol No. RCSPZ2023240042 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(b)-Co-partnership Housing Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe*, Asst. Registrar (Co-operative Societies), Ponda Zone.

Ponda, 9th October, 2023.



### Department of Education, Art and Culture

#### Directorate of Art and Culture

#### Order

No. DAC/Accts/RBB/Committee/2023-24/3913

In exercise of powers conferred under Clause 5(i) of the Constitution of Ravindra Bhavan, Baina-Goa, the Government is pleased to nominate Shri Jayant Jhadav, R/o Sasmollem, Baina, Vasco-Goa as the Chairman of Ravindra Bhavan, Baina-Goa with immediate effect.

By order and in the name of the Governor of Goa.

*Sagun R. Velip*, Director (Art & Culture) & ex officio Jt. Secretary.

Panaji, 1st November, 2023.



**Order**

No. DAC/Accts/RBB/Committee/2023-24/3914

In exercise of powers conferred under Clause 5(ii) of the Constitution of Ravindra Bhavan, Baina-Goa, the Government is pleased to nominate Dr. Dharmendra Prabhudessai, as the Vice-Chairman of Ravindra Bhavan, Baina-Goa with immediate effect.

By order and in the name of the Governor of Goa.

*Sagun R. Velip*, Director (Art & Culture) & ex officio Jt. Secretary.

Panaji, 1st November, 2023.

**Order**

No. DAC/Accts/RBB/Committee/2023-24/3915

In exercise of powers conferred under Clause 7(vii) of the Constitution of Ravindra Bhavan, Baina-Goa, the Government is pleased to nominate following Members on the General Council of Ravindra Bhavan, Baina-Goa with immediate effect.

1. Shri Dhondu Kocharekar, H. No. 141/E, Greeb Valley, Dabolim-Goa.
2. Shri Prakash Gawas, H. No. 552, Dropadi Niwas, Nr. English High School, New Vaddem, Vasco-Goa.
3. Smt. Archana Kocharekar, r/o Nr. Yuvak Sangh High School, Headland Sada, Vasco-Goa.
4. Shri Dilip Kajale, r/o behind Datta Mandir, Orulem, Vasco-Goa.
5. Shri Ankush Chari, r/o Nr. 2nd Well, Mestawada, Vasco-Goa.
6. Shri Shantaram Paradkar, r/o Nr. Government High School, Headland Sada, Mormugao-Goa.
7. Shri Ravalnath Pednekar, r/o 3rd floor, Sairaj Complex, Baina, Mormugao, Vasco-Goa.
8. Shri Sadanand Ghonsekar, r/o H. No. 196, Ward 4, Nr. Government High School, Headland Sada, Mormugao-Goa.
9. Shri Gaurish Naik, r/o Janata Qtrs., B/6/5, Bhute Bhat, Baina, Vasco-Goa.
10. Shri Arvind Shinde, r/o H. No. 538, Nr. Sai Baba Temple, New Vaddem, Vasco-da-Gama, Goa.

By order and in the name of the Governor of Goa.

*Sagun R. Velip*, Director (Art & Culture) & ex officio Jt. Secretary.

Panaji, 1st November, 2023.

**Order**

No. DAC/Accts/RBB/Committee/2023-24/3916

In exercise of powers conferred under Clause 11(viii) of the Constitution of Ravindra Bhavan, Baina-Goa, the Government is pleased to nominate following Members on the Executive Board of Ravindra Bhavan, Baina-Goa with immediate effect.

1. Shri Shantaram Paradkar, r/o Nr. Government High School, Headland Sada, Mormugao-Goa.
2. Shri Ravalnath Pednekar, r/o 3rd floor, Sairaj Complex, Baina, Mormugao, Vasco-Goa.
3. Shri Sadanand Ghonsekar, r/o H. No. 196, Ward 4, Nr. Government High School, Headland Sada, Mormugao-Goa.
4. Shri Ankush Chari, r/o Nr. 2nd Well, Mestawada, Vasco-Goa.
5. Shri Arvind Shinde, r/o H. No. 538, Nr. Sai Baba Temple, New Vaddem, Vasco-da-Gama, Goa.

By order and in the name of the Governor of Goa.

*Sagun R. Velip*, Director (Art & Culture) & ex officio Jt. Secretary.

Panaji, 1st November, 2023.

**Department of Finance****Directorate of Accounts****Order**

No. DA/Admn/45-1/2023-24/TR-2291/227

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/1(1)/2022/118 dated 10-05-2023, the Government is pleased to promote Smt. Milan S. Vaigankar, Dy. Director of Accounts/Accounts Officer under the Common Accounts Cadre of the Directorate of Accounts to the post of Joint Director of Accounts (Group "A" Gazetted) in Level 11 of the Pay Matrix (i.e. Pay Band PB-3 Rs. 15,600-39,100 Grade Pay of Rs. 6,600/- pre-revised) on regular basis with effect from the date of taking over the charge of the post.

The Government is further pleased to post Smt. Milan S. Vaigankar on promotion to the post of Joint Director of Accounts in the Department of Rural Development, Spaces Building, 7th Floor, Patto, Panaji-Goa.

The deputation period of Smt. Vaigankar in the present place of posting stands curtailed from the date of being relieved by the concerned organization.

Smt. Vaigankar shall join her promotional post or convey acceptance to the promotional post within 10 days of issue of this order.

She may exercise an option for fixation of pay under F.R. 22(1)(a)(i) within one month from the date of her promotion to the post of Joint Director of Accounts.

On joining their promotional post, Smt. Vaigankar shall send her joining report immediately to this Directorate for record.

By order and in the name of the Governor of Goa.

*Dilip K. Humraskar*, Director (Accounts) & ex officio Jt. Secretary.

Panaji, 1st November, 2023.



## Department of Information and Publicity

—  
**Order**

No. DI/FP/IITF-NEW DELHI/2023/5781

The Government of Goa is pleased to constitute a Committee for the Technical and Creative presentation and opening of financial bid of tender

for concept, design and management of Goa Pavilion at India International Trade Fair (IITF) to be held in New Delhi from November 14 to 27, 2023.

- |  |                     |
|--|---------------------|
| 1. Secretary (Information and Publicity)   | — Chairman.         |
| 2. Director, Directorate of Accounts       | — Member.           |
| 3. Principal Chief Engineer, PWD           | — Member.           |
| 4. Principal, Goa College of Arts          | — Member.           |
| 5. Director, Art and Culture               | — Member.           |
| 6. Jt. Director, Information and Publicity | — Member.           |
| 7. Director, Information and Publicity     | — Member Secretary. |

The Selection Committee will meet as and when required for finalization of the bids.

This issues with the approval of Government under U.O. No. 6892/F dated 25-10-2023.

By order and in the name of the Governor of Goa.

*Dipak M. Bandekar*, Director (Information & Publicity) & ex officio Addl. Secretary.

Panaji, 1st November, 2023.



## Department of Labour

—  
**Order**

No. 24/3/87-Lab-I (Vol-I)/ESI (Part)/759

Government is pleased to order the transfer and posting of the following Insurance Medical Officers in E.S.I. Scheme, under Office of Commissioner, Labour & Employment, in public interest, with immediate effect as under:

Sr. No.	Name of the Insurance Medical Officer	Present place of posting	Place of posting on transfer
1	2	3	4
1.	Dr. Maruti G. Naik	E. S. I. Dispensary, Honda	E. S. I. Hospital, Margao.
2.	Dr. Deepak Ramnathkar	E. S. I. Dispensary, Bicholim	E. S. I. Dispensary, Honda.
3.	Dr. Ojasvi S. Gaude	E. S. I. Hospital, Margao	E. S. I. Dispensary, Bicholim.

The officials at Sr. No. 01 and 02 shall draw their salaries from posts as done earlier.

This order shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 1st November, 2023.

**Notification**

No. 28/02/2023-LAB/Part-II/726

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 09-10-2023 in Ref. No. IT/02/2010 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Vivek Naik, Under Secretary (Labour).

Porvorim, 18th October, 2023.

—  
IN THE INDUSTRIAL TRIBUNAL  
AND LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Anil Scaria, Hon'ble Presiding Officer)**

Ref. No. IT/02/2010

Workmen,  
Rep. by Goa Glass Fibre  
Employees Union,  
Colvale, Bardez-Goa. .... Workmen/Party I

V/s

M/s. Goa Glass Fibre Limited,  
Colvale, Bardez-Goa. .... Employer/Party II

Workmen/Party I represented by Learned Advocate  
Shri Tarzan Da Costa.

Employer/Party II represented by Learned Advocate  
Shri Omkar Kulkarni holding for Adv. Shri A. V.  
Nigalye.

**AWARD**

**(Delivered on this the 9th day of the month of  
October of the year 2023)**

By order dated 04-01-2010, bearing No. 28/26/  
/2009-LAB, the Government of Goa in exercise of  
powers conferred by Section 10(1)(d) of the  
Industrial Disputes Act, 1947 has referred the  
following dispute to this Tribunal for adjudication:-

*"(1) Whether the action of the management of  
M/s. Goa Glass Fibre Limited, Colvale, Bardez-  
Goa, in refusing its workmen 20% bonus for  
the accounting years 2006-2007 and 2007-  
-2008, is legal and justified?"*

*(2) If not, to what relief the workmen is entitled  
to?"*

2. It came to be registered as reference No. IT/02/  
/2010.

3. Party I has filed its Statement of Claim. Party II  
has filed its Written Statement. Party I has filed its  
Rejoinder.

4. The case of Party I in their Statement of Claim is  
that they are the workmen of Party II. That Party I  
made gross profits of Rs. 8.22 Crores in the year  
2006-2007 and Rs. 11.91 Crores in 2007-2008. That  
Party II has paid its workmen bonus at the rate of  
8.33% for the years 2006-2007 and 2007-2008. That  
Party II has enough surplus to pay bonus at the rate  
of 20%. That, Party I demanded bonus at the rate of  
20% for the years 2006-2007 and 2007-2008. That  
Party II refused to pay bonus at the rate of 20% per  
annum. That, conciliation proceedings regarding the  
same before the Assistant Labour Commissioner,  
Mapusa-Goa ended in failure. That, upon receipt of  
Failure Report, the Government of Goa referred the  
dispute for adjudication. Therefore, it is prayed that  
it be declared that the workmen are entitled to 20%  
bonus for the years 2006-2007 and 2007-2008. That  
Party I be directed to pay the balance bonus of 11.67%  
to its workers together with interest at the rate of  
15% per annum and for costs.

5. The case of Party II is that this Tribunal does not  
have the jurisdiction to try this case. That, the  
demand for bonus does not give rise to an industrial  
dispute. It is denied that Party II made gross profits  
of Rs. 8.22 Crores in the year 2006-2007 and Rs. 11.91  
Crores in the year 2007-2008. It is denied that Party II  
has enough surplus to pay bonus at the rate of 20%  
for the years 2006-2007 and 2007-2008. Therefore, it  
is prayed that the demand of Party I be rejected.

6. In its Rejoinder, Party I has denied that this  
Tribunal does not have the jurisdiction to try this  
case. It is also denied that the demand for bonus does  
not give rise to an industrial dispute. Therefore, it is  
prayed that the demand for bonus at the rate of 20%  
for the accounting year 2006-2007 and 2007-2008 be  
held to be legal and justified.

7. The following issues were framed by this  
Tribunal:-

1. Whether Party I prove that the workers are  
entitled for bonus @ 20% for the year 2006-  
-2007 and also 2007-2008?
2. Whether Party II prove that this Tribunal has  
no jurisdiction to entertain the reference?
3. Whether the demand of bonus is not covered  
under the Industrial Dispute?
4. What order and Award?

8. During the course of proceedings, the Parties  
filed Consent Terms (Exh. 40 Colly) as follows:-

1. It is agreed by and between the Parties that  
the Employer/Party II shall pay to each  
permanent workmen employed on its rolls  
in the accounting years 2006-2007 and 2007-  
-2008 the additional bonus at the rate of 7.67%  
for each accounting year.

2. The aforesaid bonus of 7.67% is in addition to the Bonus of 8.33% already paid to the Workmen/Party No. I by the Employer/Party No. 11.
3. It is agreed by and between the Parties that no interest shall be paid on the aforesaid amounts of Bonus i.e. 8.33% and 7.67%.
4. It is agreed by and between the Parties that the following amounts will be directly deducted by the Employer/Party No. II and deposited in the account of Goa Glass Fibre Employees Union towards the Union Fees as per the Schedule Annexed hereto;
  - i) All the permanent workmen who receive more than Rs. 2000/- upto Rs. 5000/- an amount of Rs. 500/- shall be deducted towards the Union Fees.
  - ii) All the permanent workmen who receive more than Rs. 5000/- an amount of Rs. 1000/- shall be deducted towards the Union Fees.
5. It is agreed by and between the Parties that the Settlement amount as mentioned in the Schedule annexed hereto shall be paid through Bank Transfer in favour of eligible workmen as per the Schedule Annexed hereto. The payment to the legal representatives of the deceased workman shall be made by the Employer/Party No. II upon production of documentary evidence in proof of their eligibility to receive the amounts. The union fees as shown in the Schedule annexed hereto shall be paid through the account and name of Goa Glass Fibre Employees Union.
6. It is agreed by and between the Parties that on signing of this Consent Terms, the dispute between the Parties in Reference Case No. IT/02/2010 pending in the Industrial Tribunal, Government of Goa is conclusively settled and the workmen shall not have further claim or demand against the Employer/Party No. II in respect of the said dispute.
7. The Parties hereto therefore, file this Consent Terms before the Industrial Tribunal, Government of Goa in Reference Case No. IT/02/2010 with the request to pass Consent Award on this Consent Terms.

*Please Note:* The Schedule annexed to the Consent Terms (Exh. 40 Colly) is made as Annexure to this Award.

9. I have gone through the records of the case and the Consent Terms and I am convinced that the Consent Terms filed by the Parties are just and fair and are in the interest of the Workmen/Party I and the Employer/Party II and therefore, the same are accepted.

Hence, I pass the following:-

#### ORDER

- (i) The reference in IT/02/2010 stands awarded as per the Consent Terms at Exh. 40 Colly.

The Consent Terms are as hereunder:-

- I. It is agreed by and between the Parties that the Employer/Party II shall pay to each permanent workmen employed on its rolls in the accounting years 2006-2007 and 2007-2008 the additional bonus at the rate of 7.67% for each accounting year.
- II. The aforesaid bonus of 7.67% is in addition to the Bonus of 8.33% already paid to the Workmen/Party No. I by the Employer/Party No. 11.
- III. It is agreed by and between the Parties that no interest shall be paid on the aforesaid amounts of Bonus i.e. 8.33% and 7.67%.
- IV. It is agreed by and between the Parties that the following amounts will be directly deducted by the Employer/Party No. II and deposited in the account of Goa Glass Fibre Employees Union towards the Union Fees as per the Schedule Annexed hereto;
  - i) All the permanent workmen who receive more than Rs. 2000/- upto Rs. 5000/- an amount of Rs. 500/- shall be deducted towards the Union Fees.
  - ii) All the permanent workmen who receive more than Rs. 5000/-, an amount of Rs. 1000/- shall be deducted towards the Union Fees.
- V. It is agreed by and between the Parties that the Settlement amount as mentioned in the Schedule annexed hereto shall be paid through Bank Transfer in favour of eligible workmen as per the Schedule Annexed hereto. The payment to the legal representatives of the deceased workman shall be made by the Employer/Party No. II upon production of documentary evidence in proof of their eligibility to receive the amounts. The union fees as shown in the Schedule annexed hereto shall be paid through the account and name of Goa Glass Fibre Employees Union.
- VI. It is agreed by and between the Parties that on signing of this Consent Terms, the dispute between the Parties in Reference Case No. IT/02/2010 pending in the Industrial Tribunal, Government of Goa is conclusively settled and the workmen shall not have further claim or demand against the Employer/Party No. II in respect of the said dispute.
- VII. The Parties hereto therefore, file this Consent Terms before the Industrial Tribunal, Government of Goa in Reference Case No. IT/02/2010 with the request to pass Consent Award on this Consent Terms.
  - (ii) No orders as to costs.
  - (iii) Inform the Government accordingly.

Sd/-

(Anil Scaria)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

## SCHEDULE F

Sr. No.	EMP. NO.	NAME	2006-2007 Bonus paid at 8.33%	2007-2008 Bonus paid at 8.33%	Total Bonus paid	2006-2007 Proposed Bonus payable @ 7.67%	2007-2008 Proposed Bonus payable @ 7.67%	Total Proposed Bonus for 2006-07 and 2007-08	Less Union Fees as proposed in settlement	Net Bonus payable
1.	10027	MR. NARESH TARI	3,494	3,499	6,993	3,217	3,221	6,438	1,000	5,438
2.	10041	MR. SANJAY KALOJI	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
3.	10049	MR. MADAN KKHORJUNKEKAR	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
4.	10062	MR. BERNARD D'SOUZA	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
5.	10070	MR. SATHIUMAR R.	3,250	3,470	6,720	3,002	3,195	6,197	1,000	5,197
6.	10072	MR. RAJENDRA D. NAIK	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
7.	10081	MR. BHANUDAS KALANGUTKAR	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
8.	10092	MR. SANJAY DHARGALKAR	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
9.	10096	MR. KUPLESILS. NAIK	3,455	3,799	6,954	3,181	3,221	6,402	1,000	5,402
10.	10100	MR. AJIT J. PARSFAR	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
11.	10130	MR. ARVIND CHODANKAR	3,504	3,442	6,946	3,226	3,109	6,335	1,000	5,335
12.	10131	MR. ARUNKUMAR MANJURKAR	3,474	3,367	6,841	3,199	3,100	6,299	1,000	5,299
13.	10155	MR. GIRISH D. RADE	3,494	3,420	6,914	3,217	3,195	6,412	1,000	5,412
14.	10158	MR. SHREE PRKASH	3,446	3,325	6,822	3,173	3,109	6,282	1,000	5,282
15.	10173	MR. ATMARAM PEDNEKAR	3,504	3,489	6,993	3,226	3,213	6,439	1,000	5,439
16.	10176	MR. BALKRISHNA NAVEIKAR	3,504	3,460	6,964	3,226	3,186	6,412	1,000	5,412
17.	10177	MR. ALBERT D'SOUZA	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
18.	10178	MR. SANJAY DIKAR	3,504	3,489	6,993	3,226	3,213	6,439	1,000	5,439
19.	10188	MR. GANESH TALAMDEKAR	3,484	3,414	6,898	3,208	3,143	6,351	1,000	5,351
20.	10193	MR. NISTUJAIN KETKERNANDES	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
21.	10195	MR. GURUDAS PEDNEKAR	3,504	3,469	6,973	3,226	3,195	6,421	1,000	5,421
22.	10196	MR. SURYAKANT GURAV	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
23.	10197	MR. MEGASHYAM GADDEKAR	3,504	3,499	7,003	3,226	3,221	6,447	1,000	5,447
24.	10204	MR. VILAS KIRKAR	7,936	7,568	15,504	2,703	2,354	5,057	1,000	4,057

25.	10210	MR. SUDIN L. NAIK	3,296	3,495	6,795	3,035	3,221	6,256	1,000	5,256
26.	10211	MR. RAGHUNATH VELINGKAR	3,504	3,489	6,993	3,226	3,212	6,439	1,000	5,439
27.	10212	MR. AJAY NARVEKAR	3,465	3,461	6,926	3,190	3,187	6,377	1,000	5,377
28.	10214	MR. ANAND SHIVJI	3,504	3,489	6,993	3,226	3,212	6,439	1,000	5,439
29.	10218	MR. SATYENDRA GHADI	3,504	3,499	7,003	3,226	3,221	6,439	1,000	5,439
30.	10221	MR. DAYANATHWAR NAIK	3,404	3,489	6,983	3,217	3,212	6,430	1,000	5,430
31.	10222	MR. DHANANJAY CHOPDEKAR	3,339	3,499	6,838	3,074	3,221	6,245	1,000	5,245
32.	10228	MR. NIC-OLAS FARIA	3,475	3,070	6,545	3,280	2,827	6,106	1,000	5,106
33.	10229	MR. VIKAS KAKATKAR	3,504	3,489	6,993	3,225	3,212	6,439	1,000	5,439
34.	10230	MR. RAJENDRA SALGAONKAR	3,504	3,409	7,003	3,225	3,221	6,448	1,000	5,448
35.	10231	MR. MARCEL MENDES	3,057	3,193	6,203	2,796	2,940	5,736	1,000	4,736
36.	10239	MR. DASHARATH HALANKAR	3,504	3,499	7,003	3,226	3,221	6,443	1,000	5,443
37.	10241	MR. RAMESHWARI PARSEKAR	3,428	3,499	6,927	3,156	3,221	6,373	1,000	5,373
38.	10243	MR. LAVINIA GONCALVES	3,504	3,499	7,003	3,226	3,221	6,443	1,000	5,443
39.	10244	MR. KETAN GAONKAR	3,465	3,499	6,965	3,191	3,221	6,413	1,000	5,413
40.	10249	MR. RAJESH K. NAIK	3,382	3,479	6,861	3,095	3,202	6,299	1,000	5,299
41.	10253	MR. PRASAD NAMODKAR	3,162	3,441	6,503	2,911	3,258	6,169	1,000	5,169
42.	10254	MR. RAVINDRA PANCHAL	3,496	3,373	6,867	3,217	3,205	6,423	1,000	5,423
43.	10258	MR. SIBIRU GHADI	3,441	3,450	6,891	3,158	3,177	6,345	1,000	5,345
44.	10260	MR. RAJAN VENGURKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
45.	10262	MR. GOVIND SAWANI	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
46.	10268	MR. YUVARAJ GHADI	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
47.	10283	MR. GREGORIO FERNANDES	3,153	3,433	6,589	2,906	3,261	6,167	1,000	5,167
48.	10290	MR. PRITINAND K. PARAB	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
49.	10291	MR. NARESH HALANKAR	3,445	3,451	6,896	3,172	3,178	6,350	1,000	5,350
50.	10295	MR. TULSHIDAS NARVEKAR	3,504	3,480	6,984	3,226	3,186	6,412	1,000	5,412
51.	10296	MR. DASHARATH PARAB	3,484	3,441	6,925	3,208	3,168	6,376	1,000	5,376
52.	10303	MR. RAJARAM A. GAWAS	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
53.	10304	MR. RAJESH A. TALWADKAR	3,347	3,325	6,672	3,082	3,061	6,143	1,000	5,143
54.	10324	MR. VIHAR SHINDE	3,504	3,489	6,993	3,226	3,212	6,439	1,000	5,439
55.	10325	MR. SAGAR S. CHODANKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
56.	10328	MR. SHAILESH R. PARAB	3,285	3,499	6,784	3,025	3,221	6,246	1,000	5,246
57.	10329	MR. ALEX D'SOUZA	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448

48.	10331	MR. GOVIND R. MANDREKAR	3,304	3,499	7,003	3,226	3,221	6,448	1,000	5,448
49.	10333	MR. PRATAP N. KONADKAR	3,404	3,404	6,908	3,225	3,134	6,360	1,000	5,360
50.	10338	MR. ATMARAM SAWANT	3,504	3,499	7,003	3,225	3,221	6,448	1,000	5,448
61.	10343	MR. RAJESH DESHBHANDARI	3,494	3,499	6,993	3,217	3,271	6,439	1,000	5,439
62.	10345	MR. CAJANANIR. VAICANIKAR	3,494	3,451	6,945	3,217	3,177	6,335	1,000	5,335
63.	10347	MR. ARJUN S. GAONKAR	3,504	3,479	6,983	3,226	3,204	6,430	1,000	5,430
64.	10348	MR. NEELISH C. NAIR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
65.	10349	MR. RAMAN. KEDKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
66.	10351	MR. YESHWANT SALGAONKAR	3,504	3,439	6,993	3,225	3,212	6,439	1,000	5,439
67.	10363	MR. AVINASH B. KUDASKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
68.	10364	MR. SHAMPOSH Y. HALARNKAR	3,408	3,433	6,841	3,138	3,161	6,299	1,000	5,299
69.	10365	MR. BABAJI V. NARSE	3,504	3,451	6,955	3,226	3,177	6,404	1,000	5,404
70.	10366	MR. SANTOSH T. SHIRODKAR	3,484	3,499	6,983	3,208	3,225	6,429	1,000	5,429
71.	10368	MR. PRAHLAD K. VOLVOIKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
72.	10369	MR. HARICHANDRA CHODANKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
73.	10379	MR. SUBANGKULBHAL	3,494	2,802	6,296	3,217	2,530	5,797	1,000	4,797
74.	10380	MR. SANJEEV GAWAS	3,504	3,483	6,984	3,226	3,204	6,430	1,000	5,430
75.	10381	MR. VINOD GAWAS	3,504	3,489	6,993	3,226	3,212	6,439	1,000	5,439
76.	10382	MR. DYANDEV SHITYE	3,504	3,489	6,993	3,226	3,212	6,439	1,000	5,439
77.	10384	MR. RAMIDAS V. CHARI	3,474	3,432	6,906	3,195	3,160	6,359	1,000	5,359
78.	10386	MR. GOPAL GAWAS	3,270	3,233	6,503	3,012	2,977	5,988	1,000	4,988
79.	10387	MR. RAJESH HALDANKAR	3,375	3,125	6,500	3,108	2,877	5,985	1,000	4,985
80.	10388	MR. VASUDEO V. RAUT	3,358	3,099	6,857	3,092	3,221	6,313	1,000	5,313
81.	10390	MR. SAJISH V. BHAGAT	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
82.	10439	MR. RAMACHA	3,370	3,157	6,777	3,103	3,091	6,194	1,000	5,194
83.	10425	MR. PARNESHWAR	3,365	3,199	6,564	3,098	3,221	6,326	1,000	5,320
84.	10407	MR. SANTARAJ SHARMA	3,245	3,499	6,744	2,988	3,221	6,209	1,000	5,209
85.	10408	MR. VIJAYPAL	3,259	3,470	6,729	3,001	3,105	6,196	1,000	5,196
86.	10410	MR. AZAD SINGH	3,325	3,460	6,805	3,062	3,204	6,266	1,000	5,266
87.	10413	MR. LAXMAN SALGAONKAR	3,256	3,469	6,785	3,035	3,213	6,268	1,000	5,268
88.	10414	MR. KESHAV SAWANT	-	1,735	1,735	-	1,598	1,598	-	1,598
89.	10415	MR. OMPRAKASH JAISWAR	3,396	3,479	6,875	3,127	3,203	6,330	1,000	5,330
90.	10416	MR. SANJAY NODRAIKAR	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448

91.	10428	MR. ZILU ARJUN GHURE	3,504	3,499	7,003	3,226	3,221	6,168	1,000	5,448
92.	10429	MR. SHARAD KURKAR	2,400	3,281	6,681	3,131	3,021	6,031	1,000	5,151
93.	10430	MR. PRADIP AROLKAR	2,387	3,499	5,890	3,122	3,221	6,346	1,000	5,346
94.	10431	MR. LAXMAN KAMBI	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
95.	10432	MR. SANTOSH HARIJAN	2,450	3,149	5,613	2,769	2,899	5,168	1,000	4,168
96.	10433	MR. SHAMBA PUNAJI	2,364	3,489	5,853	2,177	3,213	5,389	1,000	4,389
97.	10434	MR. SHAMUNDER PARAB	2,324	3,499	6,021	2,324	3,100	5,445	1,000	4,445
98.	10435	MR. JAYLISH MARGARI	2,494	3,367	5,851	2,332	3,221	5,551	1,000	4,551
99.	10436	MR. VASUDEO MANDREKAR	2,534	3,499	6,033	2,324	3,221	5,545	1,000	4,545
100.	10437	MR. ANKISH MURARI	2,524	3,499	6,023	2,307	3,100	5,407	1,000	4,407
101.	717	MR. RAGHUNATH GAWAS	2,505	3,367	5,872	2,307	3,126	5,433	1,000	4,433
102.	718	MR. VILAS NAIK	2,505	3,395	5,900	2,307	3,106	5,412	1,000	4,412
103.	722	MR. AJAY PHATTE	2,505	3,373	5,878	2,315	3,204	5,519	1,000	4,519
104.	723	MR. VISHNU PEDNEKAR	2,514	3,479	5,993	2,288	3,212	5,501	1,000	4,501
105.	724	MR. SAMEER KAUSHAL	2,485	3,489	5,974	2,298	3,011	5,309	1,000	4,309
106.	726	MR. VINOOD DESAI	2,534	3,489	6,023	2,298	3,086	5,068	1,000	4,068
107.	727	MR. MAHESH GAWAS	2,505	3,479	5,984	2,298	3,15	5,15	500	2,437
108.	728	MR. NANDKUMAR PEDNEKAR	2,496	3,270	5,766	1,882	2,937	2,937	500	2,437
109.	730	MR. SANDEEP KORGONKAR	2,044	3,450	5,504	1,882	2,937	2,937	500	2,437
110.	10483	MR. SURAJ GAWAS	342	342	342	342	315	315	315	315
111.	729	MR. JAYA SHANKAR	3,190	3,190	3,190	2,937	2,937	2,937	500	2,437
112.	730	MR. ARJUN PRASAD	3,005	3,005	3,005	2,767	2,767	2,767	500	2,267
113.	736	MR. LAXMAN GOWKAR	3,190	3,190	3,190	2,937	2,937	2,937	500	2,437
114.	744	MR. MAHESH PARBUKAR	2,990	2,990	2,990	2,754	2,754	2,754	500	2,254
115.	745	MR. RAMA SAWANT	2,999	2,999	2,999	2,751	2,751	2,751	500	2,251
116.	749	MR. DEEPAK M. NAIK	2,844	2,844	2,844	2,618	2,618	2,618	500	2,118
117.	751	MR. PRAKASH RAM PHISAJI	2,144	2,144	2,144	1,974	1,974	1,974	1,974	1,974
118.	756	MR. BHAVIN MURTA	1,419	1,419	1,419	1,306	1,306	1,306	1,306	1,306
119.	757	MR. SHAILESH VINNEKAR	1,362	1,362	1,362	1,254	1,254	1,254	1,254	1,254
120.	10143	MR. R. K. SHARMA	3,504	3,499	7,003	3,226	3,221	6,448	1,000	5,448
121.	10234	MR. HEMANT KAMBI	3,474	3,451	6,925	3,199	3,178	6,377	1,000	5,377
122.	10247	MR. NAVANATH SHIRODKAR	3,504	3,263	6,767	3,226	3,005	6,231	1,000	5,231
123.	10248	MR. VITHAL M. SUTAR	3,474	3,459	6,973	3,199	3,221	6,470	1,000	5,470



124	10050	MR. ENRICO DIAS	2,727	2,646	5,373	2,511	2,433	4,948	1,000	4,448
125	10050	MR. SADANAND PARSEKAR	2,435	2,423	5,859	2,243	3,152	5,205	1,000	4,395
126	10026	MR. SATYAWAN SHETKAR	3,504	2,946	6,448	3,226	2,720	5,957	1,000	4,957
127	10034	MR. SHANKAR G. HINGOIKAR	3,494	3,409	6,903	3,217	3,222	6,439	1,000	5,439
128	10029	MR. KALASH S. PANAVAT	3,419	3,363	6,782	3,148	3,095	6,244	1,000	5,244
129	10051	MR. TEJAPPA M. SHETTY	3,194	3,499	6,693	2,941	3,222	6,102	1,000	5,102
130	10079	MRS. NIRMALA HALDANKAR	3,504	3,463	6,965	3,226	3,212	6,439	1,000	5,439
131	10034	MR. MICHAEL HAR SALGADKAR	3,504	3,463	6,965	3,226	3,213	6,439	1,000	5,439
132	10097	MR. NAVANATH S. CHARI	3,494	3,459	6,953	3,217	3,222	6,439	1,000	5,439
133	10111	MR. GURU PRASAD VERMA	3,342	2,514	5,856	3,077	2,407	5,494	1,000	4,494
134	10131	MR. CHITTU PRASAD	3,426	3,395	6,811	3,155	3,117	6,271	1,000	5,271
135	10175	MR. DEVANAND KANDLIKAR	3,504	3,459	6,903	3,226	3,222	6,443	1,000	5,443
136	10024	MR. HANUMANT SALGADKAR	3,504	3,473	6,904	3,226	3,195	6,422	1,000	5,422
137	10025	MR. PREMANAND HALDANKAR	3,475	3,409	6,904	3,200	3,222	6,421	1,000	5,421
138	10027	MR. JAYANT V. SALGADKAR	3,403	3,357	6,757	3,131	3,002	6,222	1,000	5,222
139	10302	MRS. URMILA PANDE	3,504	3,473	6,903	3,226	3,204	6,430	1,000	5,430
140	10023	MR. ANAND V. KAMHI	3,404	3,409	6,903	3,226	3,217	6,439	1,000	5,439
141	10350	MR. ANMAN V. ASVEKAR	3,504	3,409	7,003	3,226	3,222	6,448	1,000	5,448
142	10399	MR. RAMLAKANT AZGAONKAR	3,504	3,409	7,003	3,226	3,221	6,443	1,000	5,443
143	10446	MR. ADITYA PRA. MAYA V. NAVAR	2,504	3,329	5,833	2,306	3,065	5,370	1,000	4,370
144	10062	MR. VIJAYA D. POOLAB	3,464	3,409	6,973	3,208	3,213	6,421	1,000	5,421
145	10110	MR. PRASHANT K. MAYELAK	3,504	3,409	6,999	3,226	3,213	6,439	1,000	5,439
		TOTAL (C)	4,44,705	4,84,465	9,29,170	4,09,470	4,46,080	8,55,550	1,36,500	7,19,050

Sd/-

(Anil Scaria)

Presiding Officer,  
Industrial Tribunal and  
Labour Court-I.

**Notification**

No. 28/02/2023-LAB/733

The following Award passed by the Labour Court-II, at Panaji-Goa on 10-10-2023 in Case. No. Ref. LC-II/IT/05/21 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Vivek Naik, Under Secretary (Labour).

Porvorim, 20th October, 2023.

IN THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

**(Before Shri Suresh N. Narulkar, Hon'ble Presiding Officer)**

Case. No. Ref. LC-II/IT/05/21

Shri Sandeep Gaonkar,  
R/o. H. No. 651, Kirlapal,  
Dabal, Dharbandora,  
Quirlapale, Curvhorem,  
Goa 403706.

..... Workman/Party I

V/s

M/s Dynamic Industries,  
Kazarwada, Bethora,  
Ponda-Goa.

..... Employer/Party II

Workmen/Party I represented by Shri Suhas Naik.

Employer/Party II absent, marked an Ex-Parte.

Panaji, dated: 10-10-2023.

**AWARD**

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 05-04-2021, bearing No. 28/08/2021-LAB/170 referred the following dispute for adjudication to the Labour Court-II at Panaji-Goa.

*"(1) Whether, the action of the Management of M/s. Dynamic Industries, Kazarwada, Bethora, Ponda Goa, in refusing Employment of Shri Sandeep Gaonkar, Moulder, with effect from 09-09-2019, is legal and justified?"*

*(2) If not, to what relief the Workman is entitled?"*

2. On receipt of the reference, a case was registered under No. LC-II/IT/05/2021 and registered A/D notice was issued to the Parties. In pursuance to

the said notice, the Workman/Party-I (for short 'Workman') put in his appearance. On the contrary, the Employer/Party-II (for short Employer) though duly served did not appear before this court on the scheduled date of hearings. This Hon'ble Court, marked an ex-parte against the Employer after giving ample opportunities to appear before this court and conducted an ex-parte proceedings.

3. The Workman filed his Statement of Claim on 09-08-2021 at Exb. 4. The facts of the case in brief as pleaded by the Workman are that he was employed with the Employer as a 'Moulder', in February, 2009. He was paid a consolidated salary of Rs. 12,500/- per month. He stated that as a 'Moulder', he was preparing Fibre doors, frames etc. which was then supplied to the customers. He stated that there were around 7 workers working alongwith him. He stated that he has worked continuously from the date of his appointment till the time he was employed w.e.f. 09-09-2019 by the Employer without assigning any justifiable reasons. He stated that the partner of the Employer factory shifted the factory from the original premises at Kazarwada, Bethora, Ponda-Goa during the month of September, 2019 (during the festival of Ganesh Chaturthi, 2019) to Koddar, Ponda, Goa and verbally told him that after 8 days, all the workers including him would be allowed to report at new premises i.e. Koddar, Ponda, Goa. He stated that the Employer however did not allow him to report at the new shifted premises, but all the other workers excluding him were allowed to report for work at the new shifted premises and he was verbally refused employment w.e.f. 09-09-2019 without any justified reasons. He stated that after refusing him employment, the Employer has recruited new worker in his place. He stated that at the time of refusing employment, the Employer has not paid any legal dues or compensation to him and as such it is illegal, unjustified and bad-in-law. He submitted that the refusal of employment is violation of Section 2(oo) and Sec. 25(F) of the I.D. Act, 1947 and the rules maintained thereunder. He stated that during the course of conciliation proceeding for the first time on 18-2-2020, the Employer informed the Asst. Lab. Commissioner, Ponda, Goa that they are ready to take to him. He stated that accordingly, when he went to report for work on 19-2-2020, 22-2-2020 and thereafter for about a week of February, 2020 at Koddar, Ponda, Goa, but the Employer did not provide any work and refused to allow the Workman to resume for his duty and as such failure of conciliation proceeding were recorded. He submitted that he is ready and willing to resume his duty with immediate effect unconditionally. He submitted that he is presently unemployed and does not have any source of income

and as such he is entitled towards immediate reinstatement with full their wages and continuity in service alongwith all other consequential benefits. The Workman therefore prayed that the action of the Employer in refusing him employment w.e.f. 09-09-2019 be held as illegal, unjustified and bad-in-law and he be reinstated back in service with full back wages, continuity in services alongwith all other consequential benefits.

4. Based on the pleading of the Workman, this Hon'ble Court framed the following issues:

1. Whether the Workman/Party-I proves that the action of the Employer in refusing his employment w.e.f. 09-09-2019 is illegal and unjustified?
2. Whether Workman/Party-I proves that he is entitled to any relief?
3. What order? What award?

5. My answers to the above said issues are as under:

- a) Issue No. 1 : In the affirmative.
- b) Issue No. 2 and 3 : As per final order.

I have heard the oral arguments of Ld. Adv. Shri Suhas Naik appearing for the Workman. None present for the Employer. I have carefully perused the entire records of the present case. I have also carefully considered the submissions advanced before him and is of the opinion as under:

#### REASONS

##### 6. Issue No.1:

The evidence on record indicates that the Workman was employed with the Employer having its factory at Kazarwada, Bethora, Ponda, Goa as a 'Moulder' in the month of February, 2009. The evidence as records indicates that the Workman has worked with the Employer continuously from the date of his appointment till he was refused the employment w.e.f. 09-09-2019 without assigning any unjustified reasons. The evidence on records indicates that the partner of the Employer factory shifted the original premises at Kazarwada, Bethora, Ponda, Goa in the month of September, 2019 (during festival of Ganesh Chaturthi, 2019) to Koddar, Ponda, Goa and verbally told him that after 8 days all the workers including himself will be allowed to report at new premises i.e. at Koddar, Ponda, Goa. The evidence on record indicates that the Employer did not allow the Workman to report at new premises, but all other workers excluding him were allowed to report for work at new shifted premises and he was

verbally refused the employment w.e.f. 09-09-2019 without any justified reasons. The evidence on record indicates that after refusing the employment to him, the Employer has recruited new worker in his place. The evidence on record indicates that at the time of refusing employment, the Employer has not paid any legal dues or compensation to him. The evidence on record indicates that during the course of proceeding for the first time on 18-2-2020, the Employer informed the Asst. Labour Commissioner, Ponda, Goa that they are ready to take him back. Accordingly, he went to report for work on 19-2-2020, 20-2-2020 and thereafter for about on February, 2020 at Koddar, Ponda, Goa but the Employer did not provide any work and refused to allow the Workman to resume for duty. The aforesaid action on the part of Employer in refusing employment to the Workman amounts to illegal retrenchment as defined u/s 2(oo) of the I.D. Act, 1947. The Employer also did not pay any legal dues including the retrenchment compensation, one month notice or one month salary in lieu of notice etc. Thus, the action of the Employer is also violation of mandatory provisions Section 25 (f) of the I.D. Act, 1947. Hence, it is held that the Workman proved that the action of the Employer in refusing him employment w.e.f. 09-09-2019 is illegal and unjustified and bad-in-law. The issue No. 1 is answered in the affirmative.

##### 7. Issue No. 2:

While deciding the issue No. 1 hereinabove, I have discussed and come to the conclusion that the action of the Employer in refusing his employment w.e.f. 09-09-2019 is illegal, unjustified and bad-in-law. The evidence on record indicates that the Workman is unemployed from the date of his termination of his services, the Workman is therefore entitled for reinstatement in service with full back wages and continuity in service alongwith all other consequential benefits. The Workman proved that he entitled for reinstatement in service with full back wages and continuity in service alongwith all other consequential benefits. The issue No. 2 is therefore answered in the affirmative.

In view of above, I pass the following order:

#### ORDER

1. It is held that the action of the management, of M/s. Dynamic Industries, Kazarwada, Bethora, Ponda Goa, in refusing Employment to the Workman Shri Sandeep Gaonkar, Moulder, with effect from 09-09-2019, is illegal and unjustified.
2. It is held that the Employer M/s Dynamic Industries, Kazarwada, Bethora, Ponda, Goa is hereby directed to reinstate the Workman Shri

Sandeep Gaonkar, Moulder, alongwith full back wages and all consequential benefits thereof.

Inform the Government accordingly.

Sd/-  
(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.

#### Notification

No. 28/02/2023-LAB/Part-I/758

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 16-10-2023 in Ref. No. IT/17/2020 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Vivek Naik, Under Secretary (Labour).

Porvorim, 01st November, 2023.

IN THE INDUSTRIAL TRIBUNAL  
AND LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Anil Scaria, Hon'ble Presiding Officer)**

Ref. No. IT/17/2020

Workmen,  
Rep. by the President,  
The Citizen Co-operative Bank  
Officers Association,  
Gurudatt Bldg.,  
3rd Floor, Dada Vaidhya Road,  
Panaji-Goa. .... Workmen/Party I  
V/s

The Chairman,  
The Citizen Co-operative Bank Ltd.,  
Lakshdeep,  
Near Damodar Temple,  
Vasco-da-Gama, Goa. .... Employer/Party II

Workmen/Party I represented by Shri Subhash Naik Jorge.

Employer/Party II represented by Learned Advocate Shri G. K. Sardessai.

#### AWARD

**(Delivered on this the 16th day of the month of October of the year 2023)**

By order dated 20-11-2020, bearing No. 28/37/2019-LAB/1079, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 has referred the following dispute to this Tribunal for adjudication:-

- “(1) *Whether the members of the Citizen Co-operative Bank Officers Association can be construed as “Workmen” as per Section 2(s) of the Industrial Disputes Act, 1947 (Central Act 14 of 1947)?*
- (2) *If the answer to (1) above is in affirmative, then, whether the action of the management of the Citizen Co-operative Bank Limited, Vasco-da-Gama, Goa, in refusing to concede the following demands raised by the Citizens Co-operative Bank Officers Association, is legal and justified?*

#### CHARTER OF DEMANDS

**Demand No. 1: Wage rise:-** The Association demanded that all their members be granted a wage rise of 25% of the gross wages with effect from 01-01-2016.

**Demand No. 2: Basic pay:-** The Association demanded that the existing Basic Pay Scales be revised by merging Dearness Allowance points upto 4440 points (Base 1960=100) into the existing Basic Pay and revising the same by 20% to arrive at a new Basic Pay Scale. Fitment shall be on stage to stage basis.

**Demand No. 3: Dearness Allowance:-** The Association demanded that with effect from 01-01-2016, Dearness Allowance be paid at 100% neutralization above 4440 points (Base 1960=100) Dearness Allowance points from 2836 points to 4440 points be merged in Basic Pay.

**Demand No. 4: Stagnation increments:-** The Association demanded that one stagnation increment be paid once in every two years till retirement.

**Demand No. 5: House Rent Allowance:-** The Association demanded that with effect from 01-01-2016, House Rent Allowance be paid at the rate of 10% of the Basic Pay and Dearness Allowance with a minimum of Rs. 1000/- per month..

**Demand No. 6: Conveyance Allowance:-** The Association demanded that with effect from 01-01-2016, Conveyance Allowance be paid at the rate of Rs.1600/- per month for Managers and Rs. 1500/- per month for Officers.

*Demand No. 7: Medical Aid:-* The Association demanded that with effect from 01-01-2016, Medical Aid be revised to Rs. 10,000/- per annum for those upto 5 years service and Rs. 15,000/- per annum for those above 5 years' service.

*Demand No. 8: Daily Allowance:-* The Association demanded that the daily allowance be revised with effect from 01-01-2016 to Rs. 500/- per day to Managers and Rs. 300/- per day to Officers.

*Demand No. 9: Leave Travel Concession:-* The Association demanded that with effect from 01-01-2016, LTC be revised to Rs. 25,000/- for Officers and Rs. 30,000/- for Managers.

*Demand No. 10: Leave Encashment:-* The Association demanded that with effect from 01-01-2016, Leave encashment be permitted once every two years.

*Demand No. 11: Loan Scheme for Staff:-* The Association demanded that Loan Scheme shall be suitably revised in consultation with the Association.

*Demand No. 12: Period of Settlement:-* The period of settlement be for three years from 01-01-2016 to 31-12-2018.

*Demand No. 13:-* The Association demanded that all provisions of existing settlements and practices shall continue to be in operation until the same are changed by subsequent settlements.

*(3) If not, to what relief the workmen are entitled?"*

2. Party I has filed its Claim Statement. Party II has filed its Written Statement. Party I has filed its Rejoinder to the Written Statement.

4. The case of Party I in its Claim Statement is that Party I (Citizen's Co-operative Bank Officers' Association) is a registered Trade Union. That Settlement between Party I and Party II expired on 31-12-2015. That upon its expiry, Party I wrote a letter dated 31-12-2015 seeking revision of wages and service conditions of its members. (The demands made by Party I has been mentioned in Para 1 of this Award. For the purpose of brevity, it is not being repeated). Party I states that 25% rise in gross-wage, merger of dearness allowance with basic pay and the demand to improve stagnation increment from the existing 3 years to after 2 years are just and fair. That the Dearness Allowance demanded is as per the existing practice. That, improvements in House-Rent Allowance, Conveyance Allowance, Medical Aid, Daily Allowance, Leave Travel Allowance and Leave encashment is just and fair. That loan facilities need to be increased constantly due to rise in prices. That, the demand for Wage-Settlement for a period of 3 years from 01-01-2016 to 31-12-2018 is just and fair as prices are increasing at a very fast pace. That,

wages and service conditions of Party II are lower than similar Co-operative banks in Goa. Therefore, it is prayed that the reference be decided in favour of Party I.

5. The case of Party II in its Written Statement, is that the Officers and Managers who are Members of Party I (The Citizens Co-operative Bank Officers Association) are not workmen. That Party I is not a registered Trade Union. That there is no resolution by the Members of Party I to raise the Charter of Demands. That, the Government of Goa had not applied its mind before making the reference. That, the reference is null and void. That on 18-07-2018, a post inspection meeting was held between the Reserve Bank of India and the Chairman and two Officers of Party II. That, at the meeting, the Officials of the RBI had pointed out that the Bank Staff Cost is as high as 76.98%. That the Officials of the RBI had instructed Party II to bring down the Staff Cost to 60%. That this has left Party II with no scope for further hike in salary and allowances. That, Party II had asked its Managers/Officers to increase the business and income of Party II. That, the Managers/Officers have not co-operated to increase the business and income of Party II. That Party II is paying "living wages" to its employees and Officers. That, Party II has availed for its Staff Group Personal Accident Policy. That Party II has been contributing towards the Provident Fund and Pension Fund managed by the Employees Provident Fund Organization. That Party II has opted for the Group Insurance Scheme and Group Gratuity Scheme. That, Party II has also contributed to the Leave Encashment Fund. It is denied that the demands of Party I are just and fair. It is denied that the wages and service conditions of the Party II are lower than other similar co-operative Banks. That Party II is under financial constraints due to Non-Performing Assets (N.P.As). That any increase in wage structure would lead to the closure of the Bank (Party II). That the benefits of the Settlements which are presently enjoyed by the Officers/Managers are fair and does not call for further increase. Therefore, it is prayed that the reliefs prayed for by Party I be rejected.

6. Party I states in its Rejoinder that all the Officers of Party II are workmen. It is denied that there is no resolution authorizing Party I to raise the Charter of Demands. It is denied that the Government of Goa has not applied its mind before making the reference. It is denied that the Officers of the RBI had pointed out after inspection that the "bank staff costs" is high as 76.98% and had instructed the bank to bring the "staff cost" to 60%. It is denied that this had left Party II no scope for further hike in salary and allowances. It is denied that the salaries and

allowances of the Officers and Managers could be increased only if the business and income of the Bank increases.

7. It is denied that Party II asked the Managers and Officers to increase the business and income of Party II but they did not do so. It is denied that Party II is paying "living wages" to its employees and Officers. It is denied that Party II has been contributing towards the Provident Fund and Pension Fund managed by the Employees Provident Fund Organization. It is denied that Party II has opted for the Group Insurance Scheme and Group Gratuity Scheme. It is denied that Party II has also contributed to the Leave Encashment Fund. Therefore, it is prayed that an Award be passed in favour of Party I.

8. That during the course of proceedings, the Parties filed their "Terms of Settlement".

9. The "Terms of Settlement" (Exh. 10 Colly) are as follows:-

1. It was resolved between the Parties to give a wage rise of 20% of gross wages to all Officers with effect from 01-01-2016.

2. The said amount shall be distributed under various heads such as Basic Pay and House Rent Allowance @ 10% of Basic Pay and Dearness Allowance, Conveyance Allowance to be paid Rs. 1,000 for Officers and Rs. 1,200 for Managers.

3. The Daily Allowance would be revised to Rs. 250 per day for Managers and Officers to Rs. 175 per day. Medical Allowance should be revised to Rs. 8,000 p.a. to those whose services are upto 5 years and Rs. 10,000 p.a. to those whose service is above 5 years. Leave Travel Concession will be revised to Rs. 22,000 for Managers, Rs. 20,000 for Officers and Deputy CEO shall be paid Rs. 30,000. Sick Leave accumulation increased to 300 days. Officiating Allowance as Branch Incharge revised to Rs. 1,000. Branch Manager who reach at the end of the scale shall draw 3 increments after a gap of every 2 years.

4. It is mutually agreed between the Parties that the payment of revised salary as per the Settlement shall start from 01-09-2023 and arrears shall be paid from 01-01-2016 to 31-08-2023.

9. I have gone through the records of the case and the terms of Settlement and I am convinced that the "Terms of Settlement" are in the interest of the Workmen/Party I and the Employer/Party II and therefore, the same are accepted.

Hence, I pass the following:-

#### ORDER

(i) The reference in IT/17/2020 stands awarded in terms of "Terms of Settlement" filed by both Parties at Exh. 10 Colly.

The Terms of Settlement are as hereunder:-

I. It was resolved between the Parties to give a wage rise of 20% of gross wages to all Officers with effect from 01-01-2016.

II. The said amount shall be distributed under various heads such as Basic Pay and House Rent Allowance @ 10% of Basic Pay and Dearness Allowance. Conveyance Allowance to be paid Rs. 1,000 for Officers and Rs. 1,200 for Managers.

III. The Daily Allowance would be revised to Rs. 250 per day for Managers and Officers to Rs. 175 per day. Medical Allowance should be revised to Rs. 8,000 p.a. to those whose services are upto 5 years and Rs. 10,000 p.a. to those whose service is above 5 years. Leave Travel Concession will be revised to Rs. 22,000 for Managers, Rs. 20,000 for Officers and Deputy CEO shall be paid Rs. 30,000. Sick Leave accumulation increased to 300 days. Officiating Allowance as Branch Incharge revised to Rs. 1,000. Branch Manager who reach at the end of the scale shall draw 3 increments after a gap of every 2 years.

IV. It is mutually agreed between the Parties that the payment of revised salary as per the Settlement shall start from 01-09-2023 and arrears shall be paid from 01-01-2016 to 31-08-2023.

(ii) No orders as to costs.

(iii) Inform the Government accordingly.

Sd/-  
(Anil Scaria)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

#### Certificate

No. 24/25/2013-Lab-ESI/757

Ref.: Government Order No. 24/25/2013-Lab-ESI/  
/678 dated 04-10-2023.

Certified that the character and antecedents of the following Insurance Medical Officers of E.S.I. Scheme under Office of the Commissioner, Labour & Employment, Panaji, appointed vide above referred Order has been verified by the District Magistrate,

North Goa, Panaji and District Magistrate, South Goa, Margao and nothing adverse has come to the notice of the Government:-

1. Dr. Shashikant Rajendra Shiolkar, H. No. 196, Bhatti waddo, Parra, Bardez-Goa 403510.
2. Dr. Varsha Sawant, H. No. 830/6/Block B/SF-3, Adwalpalkar Solitude, Block B, 2nd Floor, St. Agostinho (Marrod), Lane No. 2, Guem Bhat, Santa Cruz-Goa 403005.
3. Dr. Zarino Jesus Dias, Flat No. E-S-2, Building E, Micon Legacy, Ambaji, Fatorda, Margao, Salcete, South Goa 403602.
4. Dr. Ojasvi Sitaram Gaude, 184(7), Mangeshi, Priol, Ponda, North Goa 403404.
5. Dr. Varsha Anand Faterpenkar, H. No. 1585, Possa Wada, Upper Harvalem, Bicholim, North Goa 403505.

By order and in the name of the Governor of Goa.

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 1st November, 2023.

### Department of Personnel

#### Order

No. 7/1/2018-PER/4099

Dr. Veena S. Kumar, Assistant Director, Directorate of Animal Husbandry and Veterinary Services shall hold the charge of post of Managing Director, Goa Meat Complex Ltd., Panaji w.e.f. 01-11-2023.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-II)/Link.

Porvorim, 31st October, 2023.

#### Order

No. 7/7/2022-PER/4116

On the recommendation of the Departmental Promotion Committee, the Governor of Goa is pleased to promote Shri Anant S. Pangam, Inspector of Factories to the post of Chief Inspector of Factories and Boilers in the Inspectorate of Factories and Boilers on regular basis with immediate effect in the Level 11 of CCS (Revised Pay) Rules, 2016.

Shri Anant S. Pangam shall be on probation for a period of two years during which he shall maintain the Annual Assessment Report.

The officer shall exercise the option for fixation of pay in terms of F.R. 22 (I)(a)(1) within a period of one month from the date of issue of this order. The option once exercised shall be final.

This issues in consultation with the Goa Public Service Commission as conveyed vide its letter No. COM/II/11/19(1)/2000/359/3681 dated 19-10-2023.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).

Porvorim, 2nd November, 2023.

#### Order

No. 13/08/2022-PER/4124

Whereas, Government vide Order No. 13/08/2023-PER/3220 dated 31-07-2023 had granted extension in service to Smt. Jyoti Sardesai, Director, Food and Drugs Administration, Bambolim beyond the date of her superannuation for a period of one year w.e.f. 01-08-2023 to 31-07-2024, in public interest subject to concurrence of Finance Department and approval of Council of Ministers;

And whereas, the Vigilance Department has submitted that, no Disciplinary Proceedings are pending against Smt. Jyoti Sardesai;

And whereas, the Finance Department vide its U.O. No. 1400095155 dated 14-10-2023, concurred the proposal for grant of extension in service to Smt. Jyoti Sardesai, Director, Food and Drugs Administration, Bambolim subject to Cabinet approval and adherence of all Rules in force;

And whereas, the Council of Ministers in its XXXIVth meeting held on 19-10-2023 resolved to grant ex-post facto approval for extension in service to Smt. Jyoti Sardesai, Director, Food and Drugs Administration, Bambolim beyond the date of her superannuation for a period of one year w.e.f. 01-08-2023 to 31-07-2024, in public interest;

Now, therefore, the Government is pleased to confirm the Order No. 13/08/2023-PER/3220 dated 31-07-2023 granting extension in service to Smt. Jyoti Sardesai, Director, Food and Drugs Administration, Bambolim beyond the date of her superannuation for a period of one year w.e.f. 01-08-2023 to 31-07-2024, in public interest.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).

Porvorim, 2nd November, 2023.

## Department of Power

Office of the Chief Electrical Engineer

—

**Order**

No. CEE/Elect/Tech/SDA-2/2023-24/96

Sub.: Appointment of Inspecting Officer for effective enforcement mechanism related to implementation of Energy Efficiency/Energy Conservation.

Shri Rajiv Samant, Superintending Engineer, Circle I(S), Margao, is hereby appointed as an Inspecting Officer for effective enforcement mechanism related to implementation of Energy Efficiency/Energy Conservation measures in the State of Goa.

The State Designated Agency, Electricity Department, Goa implements the provisions envisaged in the Energy Conservation Act, 2001 and thereafter amendments thereupon. The Inspecting Officer shall assist the State Designated Agency in enforcing the provisions for non-compliance of the said Act. The rules/duties are broadly summarised and enclosed herewith as Annexure-1. Further, the duties shall be in conformity to the Energy Conservation (Inspection) Rules, 2009, Energy Conservation (Inspection) Amendment Rules, 2019 and as per the subsequent amendments.

This issues with the approval of the Government vide Hon'ble Minister for Power Inward No. 2304 dated 20-10-2023.

By order and in the name of the Governor of Goa.

*Stephen Fernandes*, Chief Electrical Engineer & ex officio Addl. Secretary.

Panaji, 31st October, 2023.

## ANNEXURE-1

## Rules/Duties of Inspecting Officer

(1) Inspection of processes and equipment— Where compliance to norms or energy consumption standards in respect of equipment or appliance or regulations on display of particulars on label is required, the inspection report shall be made in Form-1 annexed to these rules and shall include inspection of—

(a) a place where business in connection with manufacture or production or assembly of the said equipment takes place, premises of the

manufacturer, or permittee, or distributors including their warehouses, godowns, store rooms, premises of the retail outlets, traders or sellers all over the country to ensure that no model of the said equipment is manufactured, or imported, or purchased, or stored or sold without a label in violation of the provisions specified in notification issued under Clause (a) or Clause (d) of Section 14;

(b) the places specified in Clause (a) above to ensure that directions issued for withdrawal of the models of such equipment on account of failure of second check-testing are complied with;

(c) the particulars displayed on the label affixed to an equipment are accurately displayed as required by the Act or notification issued or regulations made thereunder;

(d) the promotional or advertising material published in respect of such equipment to ensure that they conform to the provisions of the Act, notification issued or regulations made thereunder and do not mislead the consumers.

(2) Inspection of designated consumers— Where compliance to energy consumption standards specified for plants of designated consumers or building or building complex specified in Clause (g) of Section 14, inspection report shall be made in Form II annexed to these rules and shall include inspection of—

(a) operations carried out in connection with compliance with the notified energy consumption standards;

(b) premises or units of the designated consumer including warehouses, godowns to assess the total energy consumption and production;

(c) appliances, equipment, machinery of the premises or units of the designated consumer to establish accuracy of the performance;

(d) verification of the data or information furnished by the designated consumer and interaction with the personnel of the units of the designated consumer, if further information to supplement the data submitted earlier is required.

## (3) Procedure for inspection:

(1) No inspection shall be undertaken by an inspecting officer unless it has been authorised by the designated agency.

(2) The designated agency before issuing authority for inspection shall ensure that:

(a) Information received for the purpose of inspection has been duly verified from the credible and reliable sources and the action proposed to be undertaken must be recorded in writing;



(b) notice specifying the scope, date and time of inspection shall be issued by the Inspecting Officer to the person against whom the inspection is sought and where the designated agency is satisfied that such notice may endanger the objective of inspection and defeat its purpose, it shall for reasons to be recorded in writing, dispense with the issue of such notice taking into account the following factors that such notice shall—

- (i) give unfair advantage to the person concerned;
- (ii) cause to be removed from the place of inspection, the equipment or appliances or books or records or documents sought to be considered for checking or verification for the purpose of ensuring compliance with the provisions of Section 26;

(c) the Inspecting Officer shall record reasons for undertaking inspection and clearly bring out its need for discharge of his duty;

(3) Notwithstanding any thing contained in sub-rule (2), the designated agency, if satisfied that there are adequate reasons for undertaking such inspection may, for reasons to be recorded in writing, issue the authority and directions to the Inspecting Officer to carry out the inspection.

(3A) The decision for undertaking inspection under sub-rule (1) shall be intimated to the Director-General of the Bureau, within a period of fifteen days.

(4) Every authority issued for inspection shall be in writing under the signature and seal of the designated agency.

(5) Each inspection shall be undertaken in the presence of two respectable witnesses.

(6) All documents prepared, samples identified for test-checking, directions issued for testing, statement recorded under sub-section (2) of Section 17 in pursuance of inspection, shall be signed by the said witnesses.

(7) The sample of the equipment for inspection shall be taken at random from the manufacturing facility or warehouse or retail outlet after due payment, sealed properly, marked with identification mark to establish its identity and sent to a laboratory accredited by the National Accreditation Board for Testing and Calibration Laboratories and the result of the testing shall be sent by the testing laboratory, in sealed cover, by name, to the officer of the designated agency to whom the Inspecting Officer shall be reporting.

(8) Any statement made or information supplied or any evidence given to the Inspecting Officer during inspection under the provisions of sub-section (2) of Section 17 shall be treated as confidential.

(4) Inspection report— The Inspecting Officer shall prepare an inspection report, bringing out clearly the violations of the provisions of the Act or rules or regulations made thereunder along with his recommendations on the action to be taken in the matter and the report shall inter-alia include—

(a) The extent to which the process, equipment and appliance comply with the energy consumption norms or the energy consumption standards notified by the Central Government in relation to such process or the equipment or appliance in terms of Clause (a) Section 14;

(b) The equipment notified for affixation of labels thereon in compliance with the regulations made in that behalf;

(c) Number of labelled equipments manufactured annually;

(d) Whether labels are printed and displayed as per regulations made in that behalf;

(e) Whether energy audit is being done regularly and as per procedure laid down in this behalf in compliance to Clause (h) or Clause (i) of Section 14;

(f) Whether the designated consumer is furnishing the information with regard to energy consumed and action taken on the recommendations of the Accredited Energy Auditor in terms of Energy Conservation (Form and Manner and Time for Furnishing Information with regard to Energy Consumed and Action Taken on Recommendations of Accredited Energy Auditor) Rules, 2008 under Clause(k) of Section 14;

(g) Whether Certified Energy Manager has been duly appointed by the designated consumer in terms of Clause (I) of Section 14, and a report is being submitted to the State Designated Agency on regular basis under the Energy Conservation (the form and manner for submission of report on the status of energy consumption by the designated consumers) Rules, 2007;

(h) Whether the designated consumer, who does not fulfill the energy consumption norms and standards prescribed under Clause (g) of Section 14 has prepared a scheme for efficient use of energy and its conservation and is implementing the said scheme keeping in view the economic viability of the investment in compliance of Clause (o) of Section 14;

(i) His observations on any point which he considers necessary for the purpose of promotion of energy efficiency or its conservation and enforcement of the provisions of the Act, rules and regulations made thereunder.

(5) Submission of report— (1) The inspection report shall be submitted to the designated agency within ten working days from the date of inspection;

(2) The designated agency shall examine the inspection report submitted by the Inspecting Officer and if it is satisfied on such examination and forms an opinion on the basis of the material facts contained in the said report that there is conclusive material in support of non-compliance

with any of the provisions referred to in Section 26, then, it shall within two months from the date of receipt of inspection report, give directions to the Inspecting Officer, to file a case before the State Commission against the person concerned for such non-compliance under Section 27 and submit all material facts to prove its non-compliance against the said person, during the inquiry held by the adjudicating officer appointed by the State Commission for the purpose of imposing any penalty specified under Section 26;

(3) The designated agency shall send to the Bureau a copy of the inspection report, and the case filed, together with all the documents referred to in sub-rule (3).



**Department of Public Works**  
Office of the Principal Chief Engineer

—

**Order**

No. 34/2/2023/PCE-PWD-ADM(II)/118

Government is pleased to order the transfer of Shri Nivruti Parsekar, Executive Engineer, WD III, PWD, St. Inez and post him as General Manager, Sewerage and Infrastructure Development Corporation Ltd. on deputation for the period of one year and shall be governed by the terms and conditions of the Government O. M. No. 13/4/74-PER dated 12-02-1999 and dated 11-01-2007 as amended from time to time from Department of Personnel, Secretariat.

The above transfer shall come into effect from 01-11-2023.

By order and in the name of the Governor of Goa.

*U. P. Parsekar*, Principal Chief Engineer & ex officio Addl. Secretary.

Panaji, 27th October, 2023.

**Order**

No. 34/2/2023/PCE-PWD-ADM(II)/123

Government is pleased to transfer of the following Assistant Engineer/Assistant Surveyor of Works (Civil) of this Department and to be posted in the places shown against their names at col. No. 4 below with immediate effect.

Sr. No.	Name of the Officers	Present place of posting	Place of posting on transfer
1	2	3	4
1.	Shri Leslie F. Colaco	Assistant Engineer, SD- I, Div-XXVIII (NH Bridges), PWD, Fatorda Margao	As Assistant Engineer, SD-I, Div-VI, PWD, Margao in existing vacancy arose due to retirement on Supernuation of Shri Savio Reis Gomes. He shall also hold additional charge of Assistant Engineer,

1	2	3	4
			SD- I, Div-XXVIII (NH Bridges), PWD, Fatorda, Margao in addition to his own duties.
2.	Shri Jose A. R. Caldeiro	Assistant Engineer, SD-II, Div- XVII (PHE), PWD, Mapusa	As Assistant Engineer, SD-II, Div-VI, PWD, Margao in existing vacancy arose due to retirement on superannuation of Shri Dayanand D. Phaldessai on 31-10-2023.
3.	Shri Marcel Neslie Da Silva	Assistant Surveyor of Works-II, Div-VI (R&S), PWD, Fatorda	As Assistant Engineer, SD-IV, Div-VI, PWD, Margao in existing vacancy arose due to promotion of Shri Armstrong R. B. Fernandes. He shall also hold additional charge of Assistant Surveyor of Works-II, Div-VI (R&S), PWD, Fatorda, in addition to his own duties.
4.	Shri Randir Ashtekar	Assistant Surveyor of Works-II, Div-XIII, PWD, Mapusa	As Assistant Engineer, SD-III, Div-XVII (PHE), PWD, Mapusa in existing vacancy thereby relieving Shri Jose A. R. Caldeiro of the additional charge. He shall hold additional charge of Assistant Surveyor of Works-II, Div-XIII, PWD, Mapusa, in addition to his own duties.
5.	Shri Truptesh K. Shirsat	Assistant Surveyor of Works, O/o CE-I, PWD, Altinho	Assistant Engineer, SD-II, Div-XVII (PHE), PWD, Mapusa vice Shri Jose Calderia transferred.
6.	Shri Vitorino Sequeira	Assistant Surveyor of Works, Estate/Assets/Record Cell, Office of the Superintending Engineer (Mon & Eva), PWD, Altinho, Panaji	As Assistant Engineer, SD-II, Div-XIII, PWD, Mapusa in existing vacancy arose due to retirement on superannuation of Shri Anthony Rodrigues on 31-10-2023. He is also directed to hold the additional charge of the post of Assistant Surveyor of Works, Estate/ /Assets/Record Cell, office of the Superintending Engineer (Mon & Eva), PWD, Altinho, Panaji, in addition to his own duties.
7.	Shri Sanjay Perni	Assistant Surveyor of Works, Office of the Superintending Surveyor of Works, Altinho, Panaji	As Assistant Surveyor of Works-I, WD-III, PWD, Tonca, Caranzalem in existing vacancy arose due to retirement on superannuation of Shri Deepak Mettrion 31-10-2023.

1	2	3	4
			He shall also hold the additional charge of Assistant Surveyor of Works, O/o CE-I (WS) until further orders.
8.	Shri Mahanand Shet	Assistant Surveyor of Works in CO-III, Altinho, Panaji	As Assistant Engineer, SD-II, WD-XVIII, PWD, Ponda in existing vacancy arose due to retirement on superannuation Shri Arvind Phadte on 31-10-2023.
9.	Shri Laxmikant Gadkar	Assistant Engineer, SD-III, WD-V, PWD, Mapusa	As Assistant Surveyor of Works in CO-III, Altinho, Panaji vice Shri Mahanand Shet transferred. He shall also hold additional charge of Assistant Surveyor of works, HBA/GSR/RTI, SW-II (WSS), office of the Superintending Surveyor of Works, PWD, Altinho, Panaji-Goa.
10.	Shri Praveen D. Naik	Assistant Surveyor of Works, Office of the Superintending Engineer (Legal), PWD, Altinho, Panaji	As Assistant Engineer, SD-IV, Div-XX, PWD, Canacona in existing vacancy arose due to promotion of Shri Lester J. D'souza.
11.	Shri Prashant Y. Kamat	Assistant Surveyor of Works, Div-XIX, PWD, Sanguem	As Assistant Engineer, SD-III, Div-XX, PWD, Quepem, in existing vacancy arose due to promotion of Shri Vassuraj S. Shet Karmalkar. He shall also hold additional charge of Assistant Surveyor of Works, Div-XIX, PWD, Sanguem in addition to his own duties until further orders.
12.	Shri Umesh R. Shirodkar	Assistant Surveyor of Works, Technical Cell, office of the Principal Chief Engineer, PWD Altinho, Panaji-Goa	As Assistant Surveyor of Works, Office of the Superintending Surveyor of Works, Altinho, Panaji vice Shri Sanjay Perni transferred.

Further, the below mentioned Officers of this department are hereby directed to hold the additional charge to the post shown against their names in Col. No. 4 below, until further orders.

Sr. No.	Name of the Officers	Present place of posting	Place of posting on additional charge
1	2	3	4
1.	Shri Joao Francisco Dourado	Assistant Engineer, SD-III (Rev.), Div- IX, PWD, Vasco	Assistant Engineer, WTP SD-I, Div-IX, PWD, Cuelim, Cansaulim.
2.	Shri Guirish L. Sawant	Assistant Surveyor of Works (Mon & Eva), office of the Superintending Engineer, PWD, Altinho, Panaji	Assistant Engineer, SD-III, WD -V, PWD, Mapusa.

1	2	3	4
3.	Shri Sagar S. Shet	Assistant Engineer, SD-III, Div-XIV, PWD, Canacona	Assistant Surveyor of Works, Office of the Superintending Engineer (Legal), PWD, Altinho, Panaji.
4.	Smt. Usha N. Phal Dessai	Assistant Surveyor of Works, Div-VIII, PWD, Margao	Assistant Surveyor of Works-II, Div-VIII, PWD, Margao.

All the above Officers shall take the charge of their respective post on 01-11-2023.

This issues with approval of Government.

By order and in the name of the Governor of Goa.

U. P. Parsekar, Principal Chief Engineer & ex officio Addl. Secretary.

Panaji, 01st November, 2023.

### Order

No. 34/2/2023/PCE-PWD-ADM(II)/124

The below mentioned Executive Engineers of this Department are hereby directed to hold the additional charge to the post shown against their names in Col. No. 4 below, with immediate effect until further orders.

Sr. No.	Name of the Officer	Present place of posting	Place of posting on additional charge
1	2	3	4
1.	Shri Jude A. D. Carvalho	Executive Engineer, WD V, PWD, Panaji	As Assistant Engineer, GSIDC, Panaji-Goa.
2.	Shri Swapnil V. G. Dessai	Executive Engineer, WD VI, PWD, Margao	As General Manager, SIDCGL, Panaji-Goa.

This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

U. P. Parsekar, Principal Chief Engineer & ex officio Addl. Secretary.

Panaji, 1st November, 2023.

### Department of Social Welfare Directorate of Social Welfare

#### Notification

No. 9(8)-2023-24-EPwD/State Fund/5562

In pursuance of sub-rule (1) of Rule 25 of the Goa Rights of Persons with Disabilities Rules, 2018, the Government of Goa hereby re-constitutes the governing body to manage the State Funds for Persons with Disabilities consisting of following members, namely:-

1. Secretary (Social Welfare) — Chairperson.
2. Additional Secretary (Finance) — Member.
3. Director of Higher Education — Member.
4. Director of Health — Member.
5. Shri Prasad Joshi, General Secretary, Goa Association of the Deaf — Member.
6. Shri Victor Fernandes, Businessman, r/o Siolim, Bardez — Member.

7. Director of Social Welfare — Convener  
and Chief  
Executive  
Officer.

This Notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

*Ajit Panchwadkar*, Director (Social Welfare) & ex officio/Addl. Secretary (SW).

Panaji, 2nd November, 2023.



## Department of Town and Country Planning

### Notification

No. 36/18/99/17(2)/Curtorim/451/3/TCP/2023/396

Whereas, the Department is in receipt of an application dated 22-05-2023 (hereinafter referred to as the "said Application") under sub-section (2) of Section 17 of the Goa Town and Country Planning Act, 1974 (Act 21 of 1975) (hereinafter referred to as the "said Act") for correction of inconsistent/incoherent zoning provisions in the Regional Plan for Goa-2021 (RPG-2021) in respect of plot of land admeasuring an area of 750 m<sup>2</sup>, surveyed under Survey No. 451, sub-division No. 3, of Village Curtorim, Salcete Taluka, District South Goa, State of Goa (hereinafter referred to as the "said plot of land");

And whereas, the correction/rectification as requested by the applicant has been scrutinized and a Report of the Department alongwith the Report from a registered professional was submitted to the Government for decision (hereinafter referred to as the "said Reports");

And whereas, the Government has considered the said Reports and it is of the opinion that alteration/modification is necessary to be carried out to the RPG-2021 for the purpose of rectifying inadvertent/inconsistent/incoherent error zoning that has occurred in the RPG-2021 and it has directed the Chief Town Planner (Planning) to carry out alteration/modification to the RPG-2021 for the purpose of correcting/rectifying the zone of plot of land surveyed under Survey No. 451, sub-division No. 3 of Village Curtorim, Salcete Taluka admeasuring an area of 750 m<sup>2</sup> only which is earmarked as Paddy Field as per RPG-2021, to Settlement Zone by issuing Notification under sub-section (2) of Section 17 of the said Act;

Now, therefore, as directed by the Government and in pursuance of sub-section (2) of Section 17 of the Goa Town and Country Planning Act, 1974 (Act 21 of 1975), the following alteration/modification to the RPG-2021 is hereby carried out, namely:-

In the RPG-2021, the zone of the plot of land admeasuring an area of 750 m<sup>2</sup>, surveyed under Survey No. 451, sub-division No. 3, of Village Curtorim, Salcete Taluka, District South Goa, State of Goa which is earmarked as Paddy Field as per RPG-2021 is hereby corrected as Settlement Zone.

*Rajesh J. Naik*, Chief Town Planner (Administration/Planning).

Panaji, 7th November, 2023.

### Notification

No. 36/18/100/17(2)/Curtorim/451/2,4,5,6,7/TCP/  
/2023/397

Whereas, the Department is in receipt of an application dated 22-05-2023 (hereinafter referred to as the "said Application") under sub-section (2) of Section 17 of the Goa Town and Country Planning Act, 1974 (Act 21 of 1975) (hereinafter referred to as the "said Act") for correction of inconsistent/incoherent zoning provisions in the Regional Plan for Goa-2021 (RPG-2021) in respect of plot of land admeasuring an area of 3396 m<sup>2</sup>, surveyed under Survey No. 451, sub-division No. 2(Part), 4, 5, 6 & 7, of Village Curtorim, Salcete Taluka, District South Goa, State of Goa (hereinafter referred to as the "said plot of land");

And whereas, the correction/rectification as requested by the applicant has been scrutinized and a Report of the Department along with the Report from a registered professional was submitted to the Government for decision (hereinafter referred to as the "said Reports");

And whereas, the Government has considered the said Reports and it is of the opinion that alteration/modification is necessary to be carried out to the RPG-2021 for the purpose of rectifying inadvertent/inconsistent/incoherent error zoning that has occurred in the RPG-2021 and it has directed the Chief Town Planner (Planning) to carry out alteration/modification to the RPG-2021 for the purpose of correcting/rectifying the zone of land surveyed under Survey No. 451, sub-division No. 2 (Part), 4, 5, 6 & 7 of Village Curtorim, Salcete

Taluka, admeasuring an area of 3315 m<sup>2</sup> only which is earmarked as Paddy Field, Orchard, Water Tank as per RPG-2021, to Settlement Zone by issuing Notification under sub-section (2) of Section 17 of the said Act;

Now, therefore, as directed by the Government and in pursuance of sub-section (2) of Section 17 of the Goa Town and Country Planning Act, 1974 (Act 21 of 1975), the following alteration/modification to the RPG-2021 is hereby carried out, namely:-

In the RPG-2021, the zone of the plot of land admeasuring an area of 3315 m<sup>2</sup>, surveyed under Survey No. 451, sub-division No. 2(Part), 4, 5, 6 & 7 of Village Curtorim, Salcete Taluka, District South Goa, State of Goa which is earmarked as Paddy Field, Orchard, Water Tank as per RPG-2021 is hereby corrected as Settlement Zone.

*Rajesh J. Naik*, Chief Town Planner (Administration/  
/Planning).

Panaji, 7th November, 2023.

[www.goaprintingpress.gov.in](http://www.goaprintingpress.gov.in)

Published and Printed by the Director, Printing & Stationery,  
Government Printing Press,  
Mahatma Gandhi Road, Panaji-Goa 403 001.

**PRICE—Rs. 27.00**

PRINTED AT THE GOVERNMENT PRINTING PRESS, PANAJI-GOA—289/80—11/2023.